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27 JUN 1975

MEMORANDUM FOR: All OCI Employees

SUBJECT : Office Accomplishments

1. As I said in the auditorium, five years as D/OCI is plenty. But it has been as fruitful and rewarding a five years as one could spend, and I'm grateful to all of you for your support. More important, all of you should think a little about what you have collectively accomplished, against odds, since the cork was pulled from the bottle two and a half years ago.

--You now have a direct channel to the President.

--You are heavily engaged in supporting the Congress.

--You have broken new ground with the Daily and made a success of it.

--You are deeply engaged in policy support.

--You have successfully taken over most NIE drafting.

--You are free of the NIS.

--For better or for worse, from the most backward of Community elements in the application of new methodologies you have made OCI a leader in this field.

--You are rapidly learning to live with, and even to appreciate, the computer; thus you are in position to demand that SAFE be designed with your needs in mind. (If I have one thought to leave behind, it is the importance of doing this.)

--You are producing more useful intelligence than ever before, with 20 percent fewer professionals than five years ago.

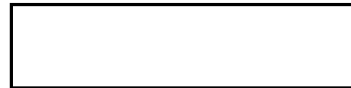
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- Despite the reduction in strength, the average age of our professionals has gone down from 42 to 40. This means that weak producers have been replaced by a smaller but most impressive group of young officers.
- The Office has pretty well recovered from a serious headroom problem.
- It has made some progress in improving working spaces.
- It has made a tentative start at bringing its clericals more into the act.
- It has done reasonably well in hiring and promoting women. But, in regard to blacks and other minorities it has a long way to go.

2. The message is an obvious one. Bureaucratic organisms must evolve to stay alive in the face of changing tasks and conditions. OCI is doing an essential job; it is indeed alive and able to change when faced with new demands. Keep it so.



RICHARD LEHMAN
Director of Current Intelligence

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